

**PARLIAMENT OF THE PROVINCE OF THE WESTERN CAPE**  
**QUESTION PAPER 10/2025**  
**SEVENTH PARLIAMENT**  
**FRIDAY, 13 JUNE 2025**  
**WRITTEN QUESTION**

**41. Ms A P Bans to ask Mr A R Winde, Premier:**

In respect of his Department's transversal people management service:

(1)(a) What is the attrition rate for the provincial government between 2019 and 2025 to date, (b) what is the detailed breakdown per (i) department and (ii) entity, as well as demographic breakdown including (aa) race, (bb) age and (cc) gender;

(2)(a) what is the number of persons that have been employed in the provincial government between 2019 and 2025 to date (b) what is the detailed breakdown per (i) department and (ii) entity, as well as demographic breakdown including (aa) race, (bb) age and (cc) gender?

**REPLY:**

The below information provides a comprehensive summary of (1) attrition rates and (2) employment numbers for the Western Cape Government (WCG) from 2019/20 to 2024/25 financial years, as sourced from publicly available annual reports. All data is aggregated to comply with the Protection of Personal Information Act (POPIA), ensuring no individual employee's details are disclosed.

**(1)(a) What is the attrition rate for the provincial government between 2019 and 2025 to date, (b) what is the detailed breakdown per (i) department and (ii) entity, as well as demographic breakdown including (aa) race, (bb) age and (cc) gender.**

The overall turnover rate for the WCG averaged 9.6% annually from 2019/20 to 2024/25. Rates peaked at 11.6% in 2022/23 and reduced to 7.8% in 2023/24. Detailed breakdowns by department, entity (Government Motor Transport), and demographics (race, gender) are provided in Table 1.

Category	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Overall WCG Turnover Rate	11,1%	8,0%	9,4%	11,6%	7,8%	9,5%
<b>Table 1: By Department/Entity</b> (as sourced from publicly available annual reports)						
	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Education*	0,0%	4,5%	3,2%	5,2%	3,1%	0,0%
Government Motor Transport	11,8%	4,2%	8,5%	10,7%	7,9%	3,0%

<b>Table 1: By Department/Entity</b> (as sourced from publicly available annual reports)						
	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Transport & Public Works	7,4%	6,4%	7,6%	10,8%	Abolished w.e.f. 31 March 2023	
Human Settlements	14,7%	9,7%	9,0%	14,3%		
Infrastructure**	Established w.e.f. 01 April 2023				0,0%	9,9%
Health & Wellness	11,1%	14,1%	14,2%	14,0%	14,6%	11,8%
Mobility**	Established w.e.f. 01 April 2023				0,0%	8,2%
Provincial Treasury	19,3%	12,1%	11,0%	14,8%	14,8%	16,7%
Social Development	7,6%	7,0%	8,2%	9,3%	8,7%	8,3%
Environmental Affairs & Development Planning	13,5%	8,0%	8,6%	10,0%	9,1%	7,6%
Policy Oversight & Community Safety	12,7%	6,9%	14,9%	15,4%	6,0%	12,1%
Premier	11,6%	7,0%	7,0%	10,6%	7,5%	9,2%
Agriculture	7,9%	4,7%	7,1%	9,0%	5,5%	6,6%
Local Government	8,0%	8,5%	8,2%	9,3%	8,7%	11,2%
Cultural Affairs & Sport	8,0%	3,4%	5,6%	7,5%	9,9%	7,6%
Economic Development & Tourism	21,7%	16,0%	19,1%	21,8%	13,0%	20,3%
<b>Table 1: By Race and Gender</b>						
	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
African Male	2,9%	2,3%	1,5%	1,7%	2,2%	2,0%
Coloured Male	7,0%	5,0%	3,5%	3,8%	4,3%	4,1%
Indian Male	0,1%	0,1%	0,1%	0,1%	0,1%	0,1%
White Male	1,2%	0,9%	0,8%	0,9%	0,9%	0,7%
African Female	7,2%	5,6%	4,0%	4,5%	5,3%	4,4%
Coloured Female	15,5%	11,0%	8,2%	8,8%	10,8%	9,0%
Indian Female	0,2%	0,2%	0,2%	0,2%	0,2%	0,2%
White Female	4,1%	3,2%	2,8%	2,8%	3,0%	2,3%

\*Note: The Western Cape Education Department (WCED) applies a different methodology for calculating turnover. Their approach considers both entries and exits within the Department. As a result, if the number of entries exceeds the number of exits during a reporting period, they report a turnover rate of 0%.

\*\*Note: A turnover rate cannot be calculated for the first year of establishing the Departments of Mobility and Infrastructure, as this metric requires the total number of employees at the end of the previous reporting period — a baseline which did not exist prior to their formation.

2)(a) what is the number of persons that have been employed in the provincial government between 2019 and 2025 to date (b) what is the detailed breakdown per (i) department and (ii) entity, as well as demographic breakdown including (aa) race, (bb) age and (cc) gender?

**RESPONSE:**

The WCG employed an average of 86 367 employees annually, growing from 84 209 in 2019/20 to 86 344 in 2024/25, with a peak of 88 193 in 2023/24. Notably, appointments exceeded terminations each year from 2019/20 to 2023/24 driving workforce growth. In 2024/25, terminations (20 238) exceeded appointments (17 188), reflecting a slight workforce contraction, possibly due to fiscal constraints.

<b>Table 2: Number of persons that have been employed in WCG by Department/Entity</b>						
	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Education	42 388	42 178	43 360	45 334	46 563	44 575
Government Motor Transport	118	118	112	140	132	128
Transport and Public Works	2 437	2 417	2 477	1 811	Abolished w.e.f. 31 March 2023	
Human Settlements	452	446	441	1 111		
Infrastructure	Established w.e.f. 01 April 2023				1 815	1 811
Health and Wellness	32 479	33 615	33 612	33 359	32 519	32 809
Mobility	Established w.e.f. 01 April 2023				1 059	1 111
Provincial Treasury	306	291	297	298	275	245
Social Development	2 417	2 498	2 537	2 464	2 444	2 416
Environmental Affairs and Development Planning	364	371	361	350	331	327
Policy Oversight and Community Safety	303	302	285	282	273	248
Premier	957	915	899	908	890	848
Agriculture	885	887	886	858	843	808
Local Government	366	366	366	367	358	346
Cultural Affairs and Sport	531	517	523	517	499	501
Economic Development and Tourism	206	204	193	185	192	171
<b>WCG Headcount</b>	<b>84 209</b>	<b>85 125</b>	<b>86 349</b>	<b>87 984</b>	<b>88 193</b>	<b>86 344</b>

<b>Table 3: Number of persons that have been employed in WCG by age as at June 2025</b>						
WCG Department/Entity	Ages ≤ 20 yrs	Ages 20 - 29	Ages 30 - 39	Ages 40 - 49	Ages 50 - 59	Ages 60+
Education	0	7 764	12 380	7 517	13 654	3 293
Government Motor Transport	0	4	49	31	39	2
Infrastructure	0	169	594	608	370	88
Health and Wellness	2	3 465	9 633	9 232	7 625	1 563
Mobility	0	204	357	317	196	38
Provincial Treasury	0	20	88	84	56	4
Social Development	0	127	937	723	530	98
Environmental Affairs and Development Planning	0	6	103	111	84	18

<b>Table 3: Number of persons that have been employed in WCG by age as at June 2025</b>						
<b>WCG Department/Entity</b>	<b>Ages ≤ 20 yrs</b>	<b>Ages 20 - 29</b>	<b>Ages 30 - 39</b>	<b>Ages 40 - 49</b>	<b>Ages 50 - 59</b>	<b>Ages 60+</b>
Policy Oversight and Community Safety	0	13	40	82	89	22
Premier	1	41	197	291	249	57
Agriculture	0	30	202	279	236	57
Local Government	0	11	80	129	110	16
Cultural Affairs and Sport	0	36	130	147	134	50
Economic Development and Tourism	0	10	40	66	39	5
<b>WCG</b>	<b>3</b>	<b>11 900</b>	<b>24 830</b>	<b>19 617</b>	<b>23 411</b>	<b>5 311</b>

<b>Table 4: Number of persons that have been employed in WCG by race and gender as at June 2025</b>								
<b>WCG Department/Entity</b>	<b>AM</b>	<b>CM</b>	<b>IM</b>	<b>WM</b>	<b>AF</b>	<b>CF</b>	<b>IF</b>	<b>WF</b>
Education	3576	7983	39	1447	8183	17775	139	5370
Government Motor Transport	11	42	0	14	17	38	0	3
Infrastructure	308	613	19	119	285	381	13	76
Health and Wellness	2727	4593	274	1034	9292	10636	447	2342
Mobility	165	454	1	44	135	271	5	36
Provincial Treasury	30	61	2	12	45	85	1	16
Social Development	318	513	1	30	548	919	7	75
Environmental Affairs and Development Planning	24	67	8	35	35	105	4	41
Policy Oversight and Community Safety	41	50	3	20	36	83	2	10
Premier	79	228	11	66	111	260	15	64
Agriculture	114	223	3	95	114	169	3	80
Local Government	44	75	1	13	81	114	2	15
Cultural Affairs and Sport	84	128	5	19	82	139	5	34
Economic Development and Tourism	13	30	6	6	23	64	4	12
<b>WCG</b>	<b>7534</b>	<b>15060</b>	<b>373</b>	<b>2954</b>	<b>18987</b>	<b>31039</b>	<b>647</b>	<b>8174</b>